

Subject: Social Networking: Employer and Employee Rights

On March 1, 2012 from 8:00 a.m.-4:00 p.m. the Kent Police Department will be hosting Social Networking: Employer and Employee Rights.

The increase in online social networking is presenting new challenges for law enforcement agencies. This course has three objectives. The first objective is to ensure agency representatives are familiar with case law that regulates the amount of control an organization has over what their employees post online. The second objective focuses on both the short and long term consequences social networking can have on an officer's credibility in the courtroom; the media impact and officer safety issues. The third objective is to provide guidance on developing a comprehensive organizational policy.

Topics include:

- First Amendment: Landmark cases apply to social networking (Pickerington/Garcetti)
- Courtroom Testimony Impeachment
- Media Impact: Incidents tend to be national news
- Officer Safety Issues
- Privacy Settings

Students will receive a model policy, class manual, handouts and certificate of training. Class size is limited, please register early.

Your National Instructor will be:

Melissa Schnee has 19 years experience as a sworn officer and is presently a Lieutenant with a large city police department. She has worked in the patrol division, crime scene unit, community oriented policing, detective bureau, and operations. She is currently an Assistant Commander of two patrol divisions. Melissa is pursuing a Bachelors of Science in Interpersonal and Public Communications. She has also instructed at police academies as well as officer/supervisor in-service sessions.

Pre paid all checks & cc's postmarked by February 23, 2012; \$135 first registrant, \$115 each additional. Regular tuition checks & cc's postmarked by February 24, 2012 and later; \$155 first registrant, \$135 each additional. P.O's vouchers, claims, DOJ accepted but does not guarantee tuition rate. Register directly by calling Van Meter & Associates, Inc. at 1-800-331-8025, fax the registration form 24 hours daily to 1-614-451-8905 or E-mail feedback@VMAnet.com. For directions or lodging information contact Robin Gaither at 253-856-5853 or email rgaither@ci.kent.wa.us.

P. O. Box 21313, Columbus, OH 43221
1-800-331-8025 FAX: 614-451-8905
E-mail feedback@VMAnet.com

Subject: Building Supervisory Credibility & Taking Over Your New Command

On April 16, 2012 from 8 am to 5 pm the Kent Police Training Center will be hosting Building Supervisory Credibility & Taking Over Your New Command. This one day course is presented by the Performance Leadership Institute.

This is a two-part course targeted at newly promoted supervisors, mid managers and executives. At any level of supervision, just having rank is not enough. You **MUST** build supervisory credibility with your subordinates in order to be a successful leader. This course is a collection of wisdoms and tried and true techniques that truly get to the heart of what to do and not to do in order to build more credibility as a supervisor. This course is based on real life scenarios, not theory, and gives all levels of supervision new ideas for how to improve their credibility.

The second part of the course is focused on taking over a new command at any level of the organization. What you do and don't do in the first few weeks and months sets the stage for your success in that command position. This course covers tools and techniques for how to insert yourself as the new supervisor, how to respect the past, listen and learn and then begin to put your own mark on your command position. The tools in this section, coupled with the ideas to build supervisor credibility, will provide supervisors at all levels – first line, mid manager or executive – with new ideas of things they can do to be a better supervisor that has more respect from their team and can deliver better outcomes for their agency.

Target audience: all levels of supervision from first line, mid manager to executive

Instructor: Chief Jim Pryde for Performance Leadership Institute, Inc.

Tuition is \$150 for the first person from your agency; \$125 each for additional registrations from the same agency. For more information or to register contact April Lee at Performance Leadership Institute, Inc. (541) 490-5300 or alee@pli.us.com. For directions or hotel information you can contact Robin Gaither at 253-856-5853 or rgaither@ci.kent.wa.us.